

SPECIAL EDITION



DOE-VPP Summer 2002

Department of Energy

StarBurst

Your Resource Companion For and About DOE's Voluntary Protection Program

Celebrating Safety and Health Partnerships...Two Decades of Excellence

"Celebrating Safety and Health Partnerships...

Two Decades of Excellence" is the theme for this year's Voluntary Protection Program Participants' Association (VPPPA) Conference. More than 2,000 representatives from leading companies in safety and health excellence are expected to participate in the 18th Annual Conference that will be held in Orlando, Florida, on September 9 - 12, 2002.

The highlight of this four-day event will be an exchange of the latest best practices for workplace safety and health, and environmental protection. Opening conference keynote addresses will be given by: Gary R. Heminger, President, Marathon Ashland Petroleum LLC and John Henshaw Assistant Secretary of Labor for OSHA. The Closing Breakfast address will be given by Sam Wyche, Sports Analyst and former NFL Head Coach. Wyche will share his experiences of coaching and motivating others to work as a successful team and how to overcome challenges.

Department of Energy Voluntary Protection Program (DOE-VPP) participants will serve as session moderators and presenters again at this year's conference. This special issue of the StarBurst includes valuable information on Conference workshops presented by DOE-VPP Sites.

Be sure to attend the DOE -Voluntary Protection Program Participant's Meeting on September 10, 2002 from 3:30 PM to 5:00 PM and visit the Headquarters booth (#622) in the exposition hall to sign up for the DOE-VPP raffle. This year's items will include various VPP promotional materials displaying the DOE-VPP logo.

***Celebrating Safety and Health Partnerships
The Orlando World Center Marriott,
Orlando, FL
September 9-12, 2002***

For additional registration and hotel information please visit the VPPPA website at www.vpppa.org.

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Overview of DOE-VPP

The Department of Energy Voluntary Protection Program (DOE-VPP) was initiated in 1994 to encourage and publicly recognize excellence in occupational safety and health through cooperative efforts among labor, management, and government at DOE contractor work sites. Since its beginning, the DOE-VPP has grown to 19 STAR sites. As a result, the participating DOE sites have seen improvements in labor/management relations, reduced workplace injuries and illnesses, increased employee involvement, improved morale, reduced absenteeism, and public recognition.

Successful implementation of the DOE-VPP program provides a standardized measure to compare our occupational safety and health achievements, directly to the private sector, and builds and maintains DOE credibility outside the Department. Participation in the DOE-VPP also provides participants an opportunity to mentor and learn from the private sector. To learn more about becoming a DOE -VPP participant, please visit our website at [www.http://tis-nt.eh.doe.gov/vpp/](http://tis-nt.eh.doe.gov/vpp/)

Pre-Conference Workshops

Sunday, September 8, 2002

8:00 AM - 4:00 PM: Skill Builders Workshops

- Managing and Leading Culture Change toward Employee
- Ownership in Safety, Rosa Carillo, Carillo & Associates, Inc.
- Annual Self-Evaluations, Paul A. Esposito, STAR Consultants, Inc.
- Essential Communication Skills for Leaders, Donald Theune, TOPF Organization

12:00 PM - 5:00 PM

- Conference Registration

Monday, September 9, 2002

8:30 AM - 12:00 PM

- Intention and Behavioral Analysis: Their Role in a Safety Initiative, Susan Murphy, Behavioral Science Technology
- Stress: The Hidden Enemy of Safety, Health and Environmental Improvement, Donald Theune, TOPF Organization

Tuesday, September 10, 2002

11:30 AM - 1:30 PM

- VPPPA Board Elections Voting - Session I

12:00 PM - 1:30 PM

- Election Day Luncheon

Wednesday, September 11, 2002

8:00 AM - 4:00 PM

- VPPPA Board Elections Voting - Session II

Annual Star of Stars Awards Program

The DOE-VPP Annual "Star of Stars" Awards program was developed and implemented at last year's DOE-VPP participant's meeting. DOE's Star of Stars awards program is modeled on a similar program used by OSHA's Dallas Regional Office. However, the DOE Star of Stars program has some significant differences.

The criteria for evaluating and giving the DOE awards are not only based on the statistical evaluation of a site's safety and health performance but also utilizes the results of three distinct evaluation criteria in determining eligibility and making recommendations for an award. The DOE Star of Stars criteria are as follows:

- Based on a review of the Star site's annual report, are they using the annual review process to make and modify challenging annual safety and health goals; and if so, are they achieving the planned goals.
- Based on a review of the Star site's annual report, and any other submitted documentation, what is the extent and impact of the site's outreach and mentoring efforts.
- Based on a review of the Star site's safety and health statistics, are they performing at a level significantly better than the average of other businesses in the same industry code?

Under the DOE Star of Stars program, each Star site is evaluated on the three elements or criteria above. In evaluating site performance, major emphasis is given to the outreach and goal setting criteria specifically to avoid giving an incentive to safety and health statistics and recordkeeping. However, a minor role for safety and health statistical performance has been kept, since it is recognized that these metrics have long been an important consideration and standard of safety and health performance.

DOE-VPP Participants' Meeting at the Annual VPPA Conference

This year's Department of Energy-Voluntary Protection Program (DOE-VPP) Participants' Meeting at the Annual VPPA Conference will begin with an overview of the past year's efforts and an introduction of new participants. It is tradition to begin the DOE-VPP session by welcoming new members of our elite group. Following these remarks and introductions, the practice that was initiated last year, a short pictorial program featuring photos from the DOE-VPP work sites, will be presented.

In keeping with our commitment of a year ago, the DOE-VPP Star of Stars Annual Awards Program will continue. Site awards for "Star of Excellence" (highest level) and "Superior Star" will be presented. The three criteria used in this process are 1) the site's annual review and S&H goal processes, 2) analysis of outreach and mentoring activity by each site, and 3) performance based on S&H statistics. In addition, special individual awards for the Federal DOE-VPP Champion, Contractor DOE-VPP Champion, DOE-VPP Outreach, and DOE-VPP Innovation awards will be presented. Also, there are plans for recognizing some OSHA officials for their outreach to and partnership with DOE. Last year's awards program was a major success with very positive feedback from all involved.

This year's DOE-VPP participant's meeting will also feature a technical presentation of the progress being made to date on the "e-VPP" initiative, one of DOE's e-Gov initiatives. The e-VPP will be gradually expanded to cover all aspects of the DOE-VPP program and processes. The initial phase of the e-VPP initiative will be a process to develop and submit applications for the program. Other aspects of the program will be included as the system is developed. The overarching e-Gov initiative is one of five major points under President Bush's overall management agenda for the Federal government.

All in all, this year's DOE-VPP participant's meeting should be another unqualified success. This year's meeting is open to anyone interested in learning more about the DOE-VPP. We hope to see you there!

DOE Workshop Schedule

DATE	WORKSHOP	MODERATOR/SPEAKER	TIME
September 10	Preparing for On-Site Review	Patrick Wright, Battelle-Pacific Northwest Laboratory	8:30 AM - 10:00 AM
	You Want Me To Do What? An Employees View of Empowerment and Disciplined Operations	Deborah W. Kirby, WSRC, VPP Core Team, Westinghouse Savannah River	8:30 AM - 10:00 AM
	OSHA VPP: Requirements & Benefits	Suzanne Broussard, DynMcDermott, SPRO	8:30 AM - 10:00 AM
	Maintaining Safety and Health Excellence in a Changing Environment	Rodney H. Conley, L. Barry Ko, Fluor Fernald, Inc.	10:30 AM - 12:00 PM
September 11	Hanford Site Worker Safety Representative Program	Robert Evans, Dave Jackson, John Jesky, Fluor Hanford	8:30 AM - 10:00 AM
	Annual Safety & Health Program Evaluation	Rich Kobelski, Jack Griffith, Fluor Hanford Bertha Cassingham, WIPP	1:30 PM - 3:00 PM
	Behavioral Safety: The Core of Our VPP	Bob Keen, Angela Cole, Kenny Thomas: DynMcDermott	3:30 PM - 5:00 PM
	Sink or Swim? How to Prevent On-Site Assessment from Becoming the Next Poseidon Adventure!	Delwin Alred, Sharon Chivers: Bechtel BWXT Idaho, LLC	3:30 PM - 5:00 PM

18th Annual National VPPPA Conference Abstracts

1. Presentation: Preparing for On-Site Review

Speaker(s): Patrick Wright, Vern Madson, Russ Meiceheimer, and Nancy Isern
Organization: Battelle Memorial Institute - Pacific Northwest National Laboratory
Day and Time Slot: September 10, 2002, 8:30 to 10:00 a.m.

Facilitate the Review Team's efforts to help you shine! Preparing for and anticipating an On-Site Review can be stressful for a VPP applicant. Conducting an On-Site Review is stressful for VPP Reviewers. This workshop will discuss how a VPP applicant can ease this stress and improve their chance of success by helping make the Review Team's job easier. Use an effective approach for your site to develop safety culture and VPP processes; prepare a high-quality application and annual Program Evaluation; and provide the right facilities, equipment, and coordination for the Review Team to help you become a STAR site.

2. Presentation: You Want Me To Do What? - An Employee's View of Empowerment and Disciplined Operations.

Speaker(s): Deborah Kirby and Susan Anderson
Organization: Westinghouse Savannah River Company, Aiken, South Carolina
Day and Time Slot: September 10, 2002, 8:30 to 10:00 a.m.

Employee empowerment and disciplined operations can co-exist at a DOE-VPP Site. Employees provide informative, interactive and unique communication tools to introduce and integrate trust, leadership and two-way communications into the disciplined operations of a facility.

3. Presentation: OSHA: VPP Requirements & Benefits

Speaker(s): Suzanne Broussard
Organization: DynMcDermott Petroleum Operations Company, Inc., New Orleans, Louisiana
Day and Time Slot: September 10, 2002, 8:30 to 10:00 a.m.

An OSHA VPP Program Manager and current VPP participants share rewards and benefits of enrolling in VPP. This presentation will cover the process of becoming a VPP Star site, from the initial application to the triumphant awards ceremony.

4. Presentation: Maintaining Safety and Health Excellence in a Changing Environment

Speaker(s): Rodney Conely and L. Barry Ko
Organization: Fluor Fernald, Inc., Cincinnati, Ohio
Day and Time Slot: September 10, 2002, 10:30 a.m. to Noon

The workshop will focus on every organization: How do you deal with issues such as right-sizing, increased regulations, budget cuts, public opinion, and labor relations. One key to a strong safety and health program is to have the workforce direct and lead the safety culture to a state of continued excellence. The workshop will provide ideas and methodologies to strengthen your safety and health program in today's changing work environment.

5. Presentation: Hanford Site Worker Safety Representative Program

Speaker(s): Robert Evans, Dave Jackson, John Jeskey
Organization: Fluor Hanford, Inc., Richland, Washington
Day and Time Slot: September 11, 2002, 8:30 to 10:00 a.m.

This presentation outlines the role of labor and management in the safety process and reporting hazards, describes the aspects of empowering employees to stop work if a dangerous situation exists, and covers the accountability of management as well as hourly employees.

18th Annual National VPPA Conference Abstracts *(Continued from Page 5)***6. Presentation: Annual Safety and Health Program Evaluations**

Speaker(s):

Organization: Westinghouse TRU Solutions, Inc. Carlsbad, NM, and Fluor Hanford, Inc., Richland, WA

Day and Time Slot: September 11, 2002, 10:30 a.m. to Noon

Many facilities have struggled with the process of conducting a strong annual VPP safety and health program evaluation. This presentation will provide attendees with different approaches taken by DOE contractors for the annual review. These approaches combine many of the elements of a VPP Onsite Review, including document reviews, interviews, and facility walk-downs. These evaluations are based on the OSHA and DOE criteria, serve as a valuable tool for improvement planning, are comparable year to year, do not require all S&H professionals or significant training to implement, and use volunteer workers to conduct the review.

7. Presentation: Sink or Swim? How to Prevent Your Onsite Assessment from Becoming the Poseidon Adventure.

Speaker(s): Delwin Alred and Sharon Chivers

Organization: Bechtel BXWT Idaho, LLC, Idaho Falls, ID

Day and Time Slot: September 11, 2002, 3:30 to 5:00 p.m.

Join union representatives from a large DOE site/contractor as they present their story on how to keep an on-site assessment from becoming the next Titanic. Small rubber rafts, free flotation devices and special AV presentations, along with photos and videos of the site's experience will engage participants in learning how to stay afloat.

8. Presentation: Behavioral Safety: The Core of our VPP

Speaker(s): Bob Keen, Angela Coale, and Kenny Thomas

Organization: DynMcDermott Petroleum Operations Company, Inc. New Orleans, LA

Day and Time Slot: September 11, 2002, 3:30 to 5:00 p.m.

This workshop will present a panel of speakers, management, first-line employees, and trained behavioral facilitators. Each representative will share in presenting evidence of their unique experience and how the behavioral process was used to their benefit.

VPP MOVING AT THE SPEED OF ELECTRONS

Would you like to be able to complete and submit your DOE-VPP application or annual program evaluation to an electronic "bin" designated for your site? Would you like to be able to easily access feedback on the status of your application or annual program evaluation? Have you been looking for a convenient way to share program information with other sites? If you answered 'yes' to any of these questions, you will be pleased to know the Office of Regulatory Liaison is making the concept for an electronic VPP a reality. We call it the DOE e-VPP.

The goal of e-VPP is to reduce the time and paperwork required between Headquarters and VPP applicants and participants. The e-VPP project supports the President's vision to perform many government functions in an E-Gov environment, as well as improve the efficiency of our operations, and help facilitate transition to an e-based customer-oriented corporate entity.

A short video outlining the e-VPP concept will be shown during the DOE Participants' meeting at the 18th annual Voluntary Protection Programs Participants' Association conference held in Orlando, Florida. The e-VPP project will be under development over the next several months with a formal introduction planned for the next calendar year.

For more information on the DOE e-VPP project, please contact Ron Eimer, EH-51 at 301-903-2927.